2013 Administration & Resource Management (AR) Division

Climate Survey Results

21 January 2014

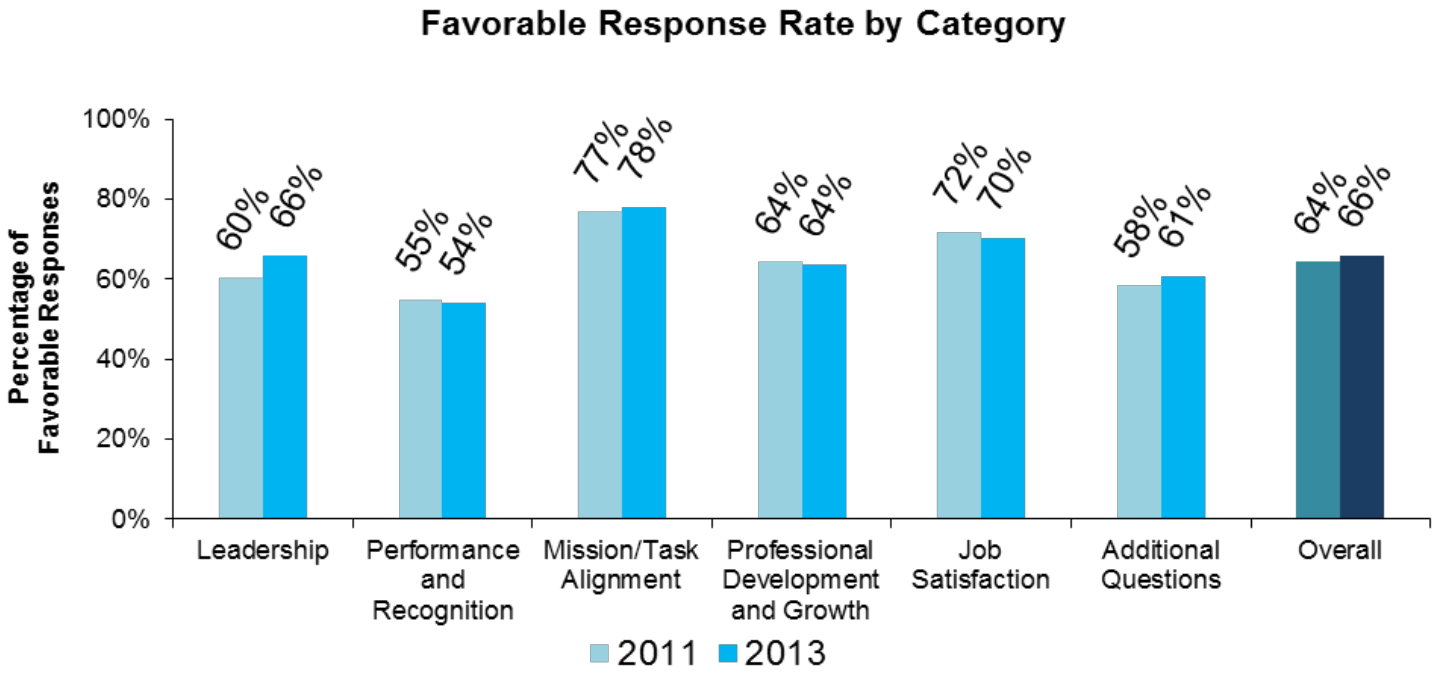
2013 AR Division Climate Survey

- 16 October to 6 November 2013
- 101 total respondents
- Adapted from Annual Employee Survey in Code of Federal Regulations
- Core survey was previously administered to Division in 2011

Multiple Choice Response Scale:

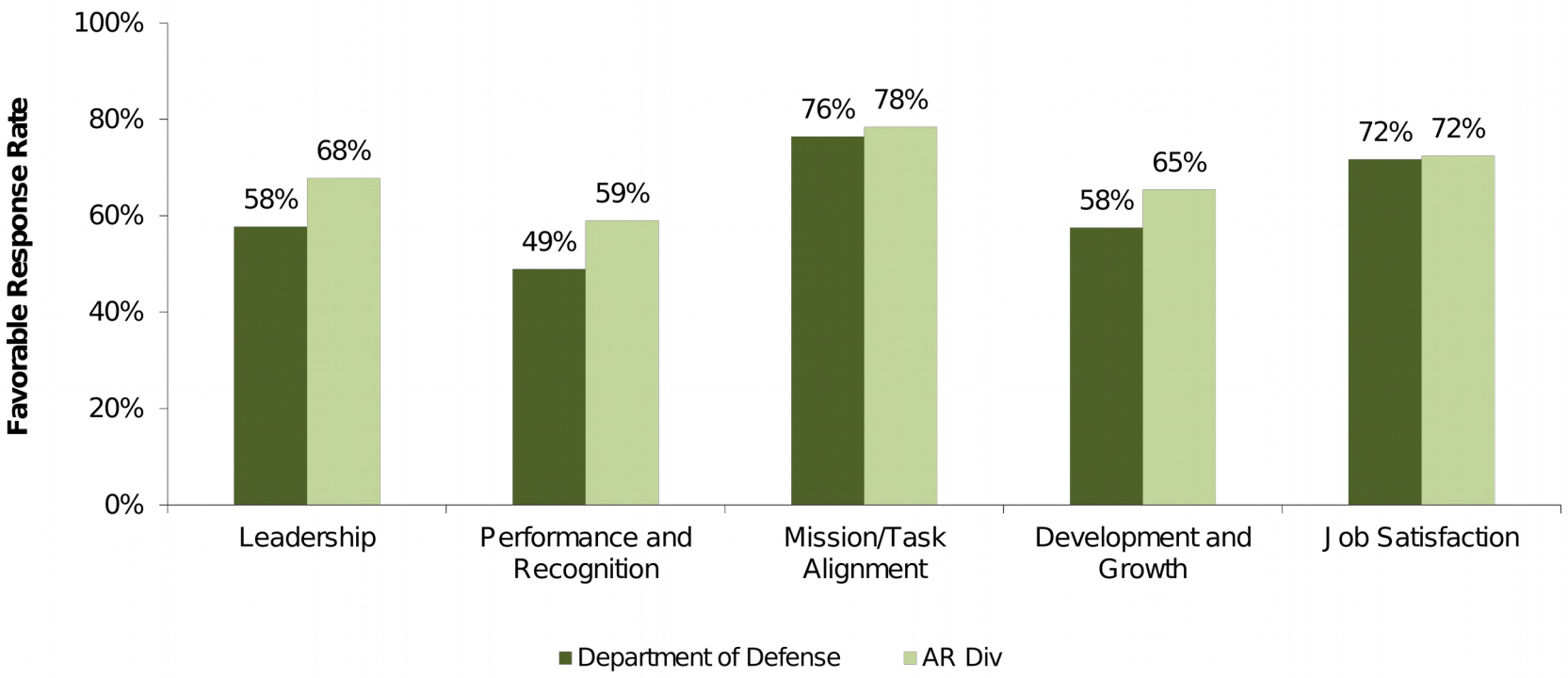
Favorable	Neutral	Unfavorable
• Strongly Agree • Agree	• Neither Agree nor Disagree	• Strongly Disagree • Disagree

Results Snapshot 2011-2013



Category	Favorable Rating (%)		Change (Significance)
	2011	2013	
Leadership	60.2	65.9	**+ 5.7 (↑)**
Performance and Recognition	54.9	54.1	**- 0.9**
Mission/Task Alignment	76.9	77.9	**+ 1.0**
Professional Development and Growth	64.3	63.7	**- 0.6**
Job Satisfaction	71.6	70.3	**- 1.3**
Additional Questions	58.4	60.9	**+ 2.5**
Overall	**64.4**	**65.5**	**+ 1.1**

Dept of Defense* Comparison



*Source for DoD Data: 2013 Federal Viewpoint Survey administered by OPM.

Key Highlights from Response Data

- Employees were positive about the performance of their immediate supervisors.
- Concern was expressed regarding involvement in decisions that affect their work and a need for more consistent and improved communication.
- Respondents were relatively favorable about support for employee development…but were reserved regarding the actual training they receive.
- Work provides feelings of accomplishment and enjoyment, but a variety of factors limits overall satisfaction.
- Employees dissatisfied regarding recognition for a good job and the way difference in performances are recognized.
- Work/life programs are a key point of employee